



**KHSAA TITLE IX RE-VISIT  
FINAL AUDIT REPORT**

**(For schools re-visited during the 2016-2017 school year)**

School: West Carter  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: January 12, 2017  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes  No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes  No
- Benefits Summary Charts (Forms T-35 & T-36) Yes  No
- Checklist Overall Athletics Program (Form T-41) Yes  No
- Corrective Action Plan Summary Charts (Form T-60) Yes  No

2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One or More)

X	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?  
Yes  No

Comments: According to the internal audit summary for the 2015-16 annual Title IX report, the school was meeting the standard established by Test 1 for the provision of athletic opportunities. The audit summary shows that the school was meeting both subpart 1 and subpart 2 for Test 1 because the percentage of participation for females was 48.2 % and the percentage of enrollment for females was 46%.

- B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?  
Yes  No

Comments: The internal audit summary for the 2014-15 and 2015-16 annual Title IX reports indicate that the standard established by Test 2 for provision of athletic opportunities has not been met during either of the past two school years. The T-2 form in the 2015-16 annual report shows that no teams for female competition have been added during the past five years.

- C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?  
Yes  No

Comments: The T-63 form in the 2015-16 annual Title IX report indicated athletic interests in swimming (22) and bowling (15). The T-3 form gives no indication that these interests have been pursued for validity making it unlikely the standard established by Test 3 for provision of athletic opportunities is being met.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?  
Yes  No

Comments: The information submitted on the T-63 form in the 2015-16 annual Title IX report shows that an 87.9% completion rate was received on the most recent student athletic interest survey.

#### 4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
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Accommodation of Interests and Abilities	X		<p>Both the February 22, 2001 and the January 5, 2011 Title IX school visit reports rated this category <i>Satisfactory</i>. In 2001, it appeared that the school was meeting the standard established for Test 1. In 2011, it appeared that standards for both Test 1 and Test 3 were being met. A review of the recent reports documents that the standard of Test 1 is being met. The female percentage of participation appears to be substantially proportional to the female percentage of enrollment. It was emphasized to school officials that the standard established by Test 3 could likely be met if there were documentation that the indicated interests in swimming and bowling were pursued for validity. (See page 2 of this report for a detailed explanation of all three tests.) During the most recent visit, the school's Title IX file was examined. It was found to contain the annual Title IX reports for the past five years. The two previous Title IX school visit reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, seasonal programs for football and boys and girls basketball, written facility usage schedules for all shared practice venues (see <i>Medical and Training Facilities</i> and <i>KHSAA Recommended Action</i>), some written guidelines addressing various forms of athletic recognition (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), written designation of the locker room space assigned each team (see <i>Locker Rooms, Practice and Competitive Facilities</i> and <i>KHSAA Recommended Action</i>), minutes for all Gender Equity Review Committee meetings held during the past three years, a listing of the last purchase of uniforms for all school-sponsored teams (see <i>Equipment and Supplies</i> and <i>KHSAA Recommended Action</i>), written regulations regarding per diem for student athletes (see <i>Travel and Per Diem Allowances</i> and <i>KHSAA Recommended Action</i>), and a copy of the school's Athletic Facility Emergency Medical Plan. School officials were encouraged to work toward the</p>
Accommodation of Interests and Abilities			

continued			development of a comprehensive Title IX file that would be an guide for the provision of equivalent athletic benefits.
Equipment and Supplies	X		The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> , but requested an equitable uniform review, rotation, and/or replacement plan be developed. The 2011 report again rated this category <i>Satisfactory</i> but stated that the requested uniform rotation plan had not been developed or implemented. A listing of uniform purchases was submitted to KHSAA on March 31, 2011. The most recent visit again revealed that the school had a listing of previous athletic uniform purchases and some projections about future purchases. A plan for equitable review and/or replacement was not available. Interviews with students and coaches did not indicate that any uniform plan was being followed. (See <i>KHSAA Recommended Action</i> .) All the uniforms and equipment seen during the recent visit appeared to be of mid-to-high quality and was supplied in equitable quantities. According to data submitted in the 2014-15 and 2015-16 annual Title IX reports, the school was spending approximately \$197 per female athlete and \$236 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The two previous school visit reports deemed this benefit category <i>Satisfactory</i> . Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. The shared practice and competitive venues are the gym, soccer field, indoor hitting facility, and the weight training room. Equitable usage schedules were found in the Title IX file for all these facilities. (See <i>Medical and Training Facilities</i> and <i>KHSAA Recommended Action</i> .) Interviews confirmed equitable access to all these venues <u>except the weight training room</u> . School officials were commended for the provision of parity in scheduling games during optimal playing times
Travel and Per Diem Allowances	X		Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory</i> .

			<p>The Title IX file contained written guidelines addressing the provision of per diem. These guidelines were so specific in focus that it would be virtually impossible to implement them. Interviews with student athletes did not indicate that the guidelines for meals and/or lodging were being followed. There were no guidelines addressing the mode of transportation for student athletes. (See <i>KHSAA Recommended Action</i>.) Information submitted in the 2014-15 and 2015-16 annual Title IX reports show that the school was spending approximately \$49 per female athlete and \$33 per male athlete for travel and per diem. Because submitted expenditures appear to favor female athletes, this benefit category is currently deemed satisfactory.</p>
Coaching	X		<p>The 2001 and 2011 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2011 report documented that the school district's salary schedule showed a disparity in regard to the number of paid softball coaches compared to the number of paid baseball coaches. The athletic director is responsible for the evaluation of all head coaches. A written instrument is not currently used as part of this endeavor. A review of the district's extra service pay schedule for coaches indicates parity in regard to the amounts of salaries. In regard to the number of compensated positions, there does appear to be a disparity when comparing softball and baseball. The district compensates three positions for baseball and two for softball. This is because all softball games are played as junior varsity-varsity doubleheaders at the same venue. Baseball plays separate junior varsity and varsity schedules at different venues. This situation appears to be unique to this high school. (See <u>letter of explanation—<b>Exhibit 10</b></u>—Title IX file. It should be noted that school officials reported on the 2015-16 T-35 form that softball had <u>five</u> coaches while baseball had <u>four</u> coaches. The data submitted on the T-35 form in the 2015-16 annual Title IX report indicates that the total amounts spent for coaching salaries for teams of "like" sports shows "<i>relative parity</i>." Data from the 2015-16</p>

Coaching continued			report also shows that the coaching ratio for both male and female athletes is 9.5 participants per coach. Information gathered during the most recent visit indicated that 38% (3/8) of the head coaches of girls teams and 50% (4/8) of the head coaches of boys teams are on-campus employees.
Locker Room, Practice and Competitive Facilities	X		The 2001 and 2011 Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The 2011 report stated that it appeared male athletes had a slight advantage in regard to the assignment of locker room space. The most recent visit revealed that the boys basketball team no longer has an exclusive dressing room (theirs is now shared with boys tennis). The girls basketball dressing room is shared with other teams but this seems to be balanced by the softball team having a dressing facility on the back of the dugout. The baseball team dresses in a P.E. dressing room at the school—not at the baseball facility. All teams, except boys and girls golf, are assigned a dressing area on the listing in the Title IX file. IT IS RECOMMENDED THAT BOTH BOYS AND GIRLS GOLF BE ASSIGNED A DRESSING AREA AND THIS ASSIGNMENT SHOULD BE ADDED TO THE LISTING IN THE TITLE IX FILE. The file did not contain a complete listing of the equipment storage areas for each team. (See <i>KHSAA Recommended Action</i> .) Females seem to have a slight advantage in regard to competitive facilities because of the superior amenities at the softball field—larger, quality dugouts with a home team dressing area. All other facilities appear to offer comparable amenities.
Medical and Training Facilities and Services		X	Both the previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The 2011 report documented that the school had two weight training facilities, and only one of these venues had a posted usage schedule. At the present time, the school has one weight training room. It is located in the football field house adjacent to the football dressing room. There was a usage schedule for this facility in the Title IX file and posted at the venue. However, student athletes and coaches expressed no awareness of the existence of a



<p>Medical and Training Facilities and Services continued</p>		<p>usage schedule. Interviews did not substantiate that equitable access to the weight room was provided. It was observed during the tour of facilities and noted during interviews with students and coaches that there is no way to secure (lock) the door between the football dressing room and the weight training room. This situation undoubtedly discourages use by females. Although there is equipment in other places in the building that is female-friendly, there was very little found in the weight training room. The lack of adherence to an equitable usage schedule, the lack of a secure environment for females to train, and the lack of equipment suitable for female use in the weight training room results in this benefit category being deemed <b>deficient</b>. (See <i>KHSAA Recommended Action</i>.) An athletic trainer employed by the school district is available to all student athletes on a daily basis. Physical examinations for athletes are offered on a designated day each year by King Daughters Hospital.</p>
<p>Publicity</p>	<p>X</p>	<p>The 2001 and 2011 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The school sponsors one varsity cheerleading squad that is assigned to cheer at all home football games. They also cheer at all home boys and girls basketball games and at away games versus East Carter for both teams. The band performs at all home football games. The pep band performs at an equal number (monitored by the school principal) of home boys and girls basketball games. A local radio station covers home and selected away football games. During basketball season, an equal number of boys and girls games are broadcast. The school's Title IX file contained guidelines calling for parity in regard to the posting of athletic banners and the provision of letters and bars. No guidelines regarding equity in the provision of awards or post season were found. (See <i>KHSAA Recommended Action</i>.) Information in the 2014-15 and 2015-16 annual Title IX reports indicate that the school was spending approximately \$18 per male athlete and \$18 per female athlete for awards.</p>

Support Services	X		<p>The two earlier Title IX school visit reports designated this benefit category <i>Satisfactory</i>. According to school administrators, booster clubs are active in supporting football, boys and girls basketball (combined), volleyball, baseball, boys soccer, and girls soccer. All these booster clubs house their funds off the school campus. School officials indicated there is no mechanism in place for administrative approval/oversight of booster spending. IT WAS EMPHASIZED THAT SOME SYSTEM FOR APPROVAL OF BOOSTER SPENDING SHOULD BE IMPLEMENTED. (See spending analysis summary for school year 2015-16 listed below.) The internal audit summary for the 2014-15 annual Title IX report shows that total athletic spending significantly favored female athletes. This situation seemed to result from a major facility improvement expenditure—approximately \$1.5 million was spent on the gymnasium. The cost of this upgrade was divided between boys basketball, girls basketball, and volleyball—approximately \$1 million for girls sports and one half million dollars for boys sports. The internal audit summary for the 2015-16 annual Title IX report shows that 41% of athletic expenditures were for females who made up 48% of the participants and 59% for males who made up 52% of participants. This means approximately \$460 was spent for each female athlete and \$614 for each male athlete for total support. This spending favors male athletes on both a percentage and per athlete basis. <u>Total athletic expenditures should be closely monitored in an attempt to insure that this disparity does not continue over a two-year period.</u></p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- installation of lights at the soccer field;
- upgrading the track facility.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one deficiency in the benefit category of **Medical and Training Facilities and Services** was assessed as a result of the January 12, 2017 Title IX school visit. The following factors were the primary causes of this deficiency.

- failure of the school to implement a schedule for equitable use of the weight training room;
- lack of suitable equipment for use by female athletes in the weight training room;
- absence of a secure environment for females to train at the weight room (i.e. door between male dressing room and weight room cannot be locked or secured). (See *KHSAA Recommended Actions*.)

There are also “areas of concern” listed in this report that require attention by school administrators and the Gender Equity Review Committee. They include the following:

- There is a lack of evidence of adherence to a written uniform review and/or rotation plan based on equitable cycles for replacement. (See *KHSAA Recommended Action*.)
- There is a lack of comprehensive regulations regarding equitable provision of athletic awards and post season banquets. (See *KHSAA Recommended Action*.)
- There is a lack of complete, equitable guidelines addressing the provision of travel and per diem. (See *KHSAA Recommended Action*.)
- There is no documentation in the Title IX file for provision of equitable equipment storage areas for all teams. (See *KHSAA Recommended Action*.)

7. KHSAA Recommended Action in relation to new deficiencies

(Medical and Training Facilities and Services) On or before April 24, 2017, the school is to submit the following to KHSAA:

- a written usage schedule for the weight training room showing equitable access for both genders. This schedule should be signed (signifying knowledge of and adherence to) by all the school’s head coaches, members of the Gender Equity Review Committee, principal, and athletic director.
- a picture of the usage schedule (described above) posted at the weight training room.
- a written description of steps being taken to insure that proper equipment suitable for female use is provided at the weight training room. This information should be a continuing part of the school’s Title IX Improvement Plan (T-60 form).
- a written description of steps being taken to secure the weight training room from the football dressing room. This description should be signed by the school’s principal, athletic director, and the district Title IX coordinator.

Although not considered to be deficient at this time, the following “areas of concern” need to be addressed in an effort to insure equitable benefits continue to be provided.

(Equipment and Supplies) On or before April 24, 2017, the school is to submit to KHSAA a copy of the uniform review, rotation, and/or replacement plan that shows full and accurate cycles of review and/or replacement for all school sponsored teams. This plan should be signed by all members of the Gender Equity Review Committee, head coaches, principal, and athletic director.

(Travel and Per Diem Allowances) On or before April 24, 2017, the school is to submit to KHSAA written guidelines regarding the equitable provision of travel and per diem for student athletes. These guidelines should address the mode of transportation, meals, and lodging. These guidelines are to be signed by all head coaches, and all members of the Gender Equity Review Committee.

(Locker Rooms, Practice and Competitive Facilities) On or before April 24, 2017, the school is to submit to KHSAA a listing of equipment storage areas assigned to all school-sponsored teams. This listing should designate the specific location of each of the storage areas.

(Publicity)

- On or before April 24, 2017, the school is to submit to KHSAA guidelines showing the provision of equity in relation to awards for student athletes.
- On or before April 24, 2017, the school is to submit to KHSAA written guidelines showing the provision of parity in relation to post season banquets for student athletes.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were assessed as a result of the January 5, 2011 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Brian Brown, 365 West Carter Drive, Olive Hill, KY 41164  
(606) 286-2481

District Level Title IX Coordinator: Donald Damron, 228 S. Carol Malone Blvd., Grayson, KY 41143  
(606) 474-2012

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Madison Hanshaw	Student Athlete	(606) 286-2481
Peyton Brown	Student Athlete	(606) 286-2481
Aaron Rayburn	Girls Basketball Coach	(606) 286-2481
Ryan Raybourn	Girls Track Coach	(606) 286-2481
Donald M. Damron	Director of Personnel/Title IX	(606) 474-6696
Sean K. Stewart	Principal	(606) 286-2481
Brian Brown	Athletic Director	(606) 286-2481

10. Comments

No one from the community attended the Public Comments session. School officials were encouraged to work with the Gender Equity Review Committee to develop an environment in which equitable opportunities and benefits are provided for all student athletes. The meeting was adjourned at 3:30 EST.